

## **Unfair Dismissal – Value of Claims\***

In case UDD1860 involving the Sisters of Charity of the Incarnate Word Houston Texas and Aneis Brock the Labour Court helpfully set out the issue relating to the level of compensation which can be awarded.

The Court helpfully reviewed Section 7(1)(c) and Section 7(2) of the Act and stated,

*“It is clear from the foregoing that an award of compensation for unfair dismissal is to make reparation for financial loss actually incurred in consequence of the dismissal and not for consequences which may have flowed from her employment status prior to her dismissal. The latter are not matters that allow the Court to award compensation under the Act beyond the financial loss attributable to the dismissal”.*

It is very helpful that the Labour Court have restated the law on this issue.

***\*Before acting or refraining from acting on anything in this guide, legal advice should be sought from a solicitor.***

***\*\*In contentious cases, a solicitor may not charge fees as a proportion or percentage of any award or settlement.***